

COUNCIL REFERRAL FORM  
(To be submitted to the City Clerk)

Name of Council member requesting Referral: **Doug deHaan**

Date of submission to City Clerk (must be submitted before 5:00 p.m.  
on the Monday before the week of the Council meeting requested: **September 6, 2011**

Requested Council Meeting date to consider Council Referral: **September 6, 2011**  
Brief description of the subject to be printed on the agenda, sufficient to inform the City Council and public of the nature of the Council Referral:

**There continues to be a complete lack of confidentiality inside of city hall regarding identification of applicants for posted positions. This occurred during the selection process of the City Manager, as well as the recent selection of the City Attorney. It is standard practice in the public and private sectors not to reveal applicant names for any position for which they wish to apply. Confidentiality must be upheld throughout all stages of the process, and particularly during the interview portion, thus not to jeopardize present employment of the applicant. However, the selection criteria and timeline used in this process must be transparent and open to the public.**

**Recently, Mayor Gilmore adamantly expressed concerns of the continued lack of confidentiality. Similar complaints of this nature have also been expressed by a council member, as well as candidates themselves. Lack of integrity on behalf of the City of Alameda representatives has caused undue personal consequences to applicants and has compromised the validity and merit of the selection process. These actions are not in the best interest of the citizens of the City of Alameda.**

**These council selections have been conducted in closed session. It is therefore requested that a complete review be conducted to determine the root of this ongoing problem and that immediate and necessary action be taken and procedures adopted.**